

# *Hawaii Air National Guard*

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*Integrity - Service - Excellence - Total Force - Aloha*

## **Hawaii Air National Guard Technician to AGR Realignment Town Hall Brief**



**Hawaii National Guard  
Human Resource Office  
20 December 2018**

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# **HING Human Resources Office Technician to Active Guard Reserve (AGR) Realignment**

**20 December 2018**

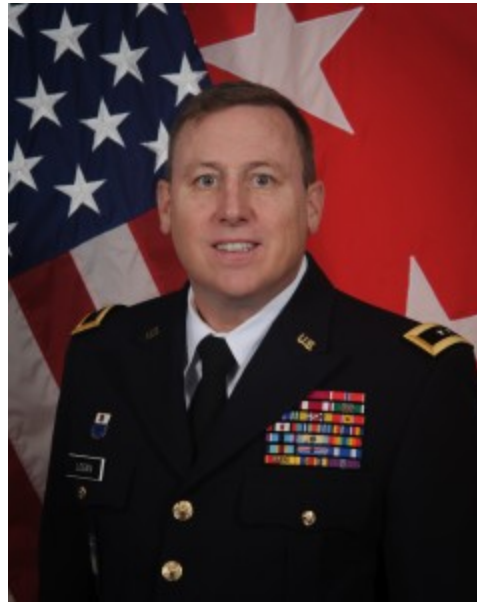
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Work phone: 808-844-6087**



# Agenda

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- Introduction
- TAG
- HING SEL
- HIANG DOS
- HRO
- Benefits
- AGR
- Staffing
- Questions



**Major General Arthur J. Logan**  
**The Adjutant General**  
**Hawaii National Guard**



**CMSgt William Parker**  
**Senior Enlisted Leader**  
**Hawaii National Guard**



**Colonel Gregory Scrivner**  
**Director of Staff**  
**Hawaii Air National Guard**



# Technician to Active Guard Reserve Realignment

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## **MISSION STATEMENT:**

**The Human Resources Office (HRO) is a consolidated office that provides personnel, manpower management, and administrative support service for federal full-time personnel programs.**

**The office serves as The Adjutant General's single point of control for managing and administering the Hawaii Army National Guard and the Hawaii Air National Guard full-time personnel programs.**



## *Purpose*

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**Provide impacted Hawaii Air National Guard Technicians and leadership with information and resources on the way ahead for the realignment of selected fulltime positions from Technician to AGR.**





# Program Overview

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- Realignment of Technician to AGR positions
- 154th Wing = 112 Positions (FY19)
  - MSG – 17 (10)
  - MDG – 1
  - OG – 26 (20)
  - MXG – 68 (59)
- Technicians impacted: 89
- Realignment effective 1 Apr 19
- 3 Phases



# Phase I

**1 Oct – 20 Dec 18**

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- **Confirm 112 positions on UMD**
  - = Identify the employees assigned to the positions (89)
  - = Identify the vacant positions (23)
- **HRO-ERS review employee records (update any back actions; calculate service time, etc.) (56/89)**
- **Process MCRs, as needed**
- **Cancel all current advertisements of technician positions identified for realignment**
- **HRO team work with each Group separately**
  - 16 Nov 18: MSG/MDG
  - 30 Nov 18: OG (-169ADS)
  - 7 Dec 18: MXS/AMXS/MOF
- **Notice to Union**
- **Town-Hall : 20 Dec 18**



# Phase II

## 21 Dec 18 – 1 Apr 19

- Advertise realigned AGR positions IAW ANGI 36-101 – 21 Dec 18
- Ensure fair, equitable and nondiscriminatory treatment of all, based on merit, fitness, capability, and potential
- Open All positions for no less than 20 days
- Ensure anyone deployed is afforded the opportunity to apply
- Standard Area of Considerations (AOC) for all JVs:
  - (1) On-board Technicians within Group, HIANG with duty AFSC
  - (2) Military members within HIANG with duty AFSC
  - (3) AF military members located in Hawaii with duty AFSC; must be able to become a member of the HIANG
  - (4) AF military members nationwide with duty AFSC; must be able to become a member of the HIANG
- AGR appointments will start no earlier than 1 Apr 19
- Process Technician separation-US, retirement, Absent-US prior to AGR appointment (Performance Appraisals complete)
- Initial AGR tour orders are probationary; will not exceed 6 years



# Phase III

**1 Apr – 30 Sep 19**

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- Once the AGR positions have been filled, HRO will assess remaining affected technicians
- Freeze all Air Technician vacancy announcements upon completion of AGR hires for any remaining displaced technicians
- Remaining technicians affected by the realignment submit an updated resume
- Management-Directed Reassignments
  - Review available like positions for reassignment
  - Possible termination of temporary / indefinite appointment employees
- Advertise job vacancy, if remaining displaced technicians exceed available positions
- Position management tools:
  - Voluntary Early Retirement Authority (VERA)
  - Voluntary Separation Incentive Pay (VSIP)
- Reduction-in-Force (RIF)



# *Benefits*

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# *Technician Civilian Benefits*

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## ■ Entitlements

- Leave (Annual, Compensation, Sick, Military)
- Federal Employees Health Benefits (FEHB)
- Federal Employees Group Life Insurance (FEGLI)
- Federal Employees Dental and Vision Insurance Program (FEDVIP)
- Thrift Savings Plan (TSP)
- Flexible Spending Accounts (FSA)

## ■ Retirement

## ■ Military Service Deposit

## ■ USERRA

## ■ DoD Performance Management and Appraisal Program



# Entitlements

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## Annual Leave:

- May be used throughout AGR orders
- May be retained until the USERRA restoration period expires, at which you will be separated and will be paid out in lump sum
- Paid out in lump sum effective placement of Absent US.
- Comp time expires 26 pay periods from the date it was earned
  - **Any time off awards and comp time earned should be used prior to AGR realignment**

## Military Leave:

- Military leave will continue to accrue until max hours of 240 is reached and/or the USERRA restoration period expires
- **Military leave is not authorized while on an AGR order per NDAA 17**

## Sick Leave:

- Sick leave will remain to your credit and can be used if re-employed in a civil service position.
- Unused sick leave counts towards an eligible Technician Retirement
- Will be available to use consistent with the rules for using sick leave



# ***Federal Employee Health Benefit (FEHB)***

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- **May continue up to 24 months**
  - **First 12 months employee is responsible for paying the employer share of the premium**
  - **Months 13-24 employee responsible for employee & agency share of premiums (102%)**
- **After 24 months, FEHB is terminated**
- **May elect to “Continue” or “Terminate” coverage effective placement in Absent US status**
- **Will have same Open Season opportunities and Qualifying Life Event (QLE) to make changes to current election**
- **Must make decision within 60 days of starting military orders**





# ***Federal Employee Group Life Insurance (FEGLI)***

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- **Coverage continues up to 12 months in a non-pay status**
- **FEGLI terminates at the end of this 12 month period, with a 31 day extension of coverage and right to convert to an individual policy**
- **Opportunity to continue FEGLI for additional 12 months. Employee responsible for 100% of premiums**
- **May make changes during a QLE (no Open Season)**
- **Restores upon Return to Duty**



# ***Federal Employees Dental and Vision Insurance Plan (FEDVIP)***

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- **May elect to continue FEDVIP coverage throughout the duration of military service**
- **Must coordinate and pay premiums directly with FEDVIP**
- **FEDVIP bills after two consecutive missed payments from LES deductions**



# ***Thrift Savings Plan (TSP)***

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- **TSP will remain “active” while under USERRA or Absent US status**
- **No contributions while in a non-pay status**
- **TSP loan payments**
  - **May be temporary suspended, or**
  - **Continued with direct coordination with TSP**
- **1% automatic payments upon return to duty**
- **Ability to make up missed contributions and agency matching contributions (must be in a paid status & provide all military LES).**
- **Active TSP loans must be paid-in-full PRIOR to separation from the Federal Civil Service**
- **If you have both a civilian and a uniformed services TSP account, you may combine your accounts after separating from either Federal civilian employment or from the uniformed services.**



# *Flexible Spending Account (FSA)*

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- **Contact vendor directly at [www.fsafeds.com](http://www.fsafeds.com) or call regarding FSA for payment options**



# Retirement

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- You may possibly qualify for an Optional, MRA+10 or Deferred retirement
- HRO Benefits Section personnel will meet with affected personnel before 1 April 2019
- **USERRA restoration rights may remain for a period of 5 years cumulative time with this agency (based on eligibility) 20 CFR 1002.99**



# When Can I Retire?

<ul style="list-style-type: none"> <li>■ Optional:</li> <li>■ MRA with 30 years of service</li> <li>■ Age 60 with 20 years of service</li> <li>■ Age 62 with 5 years of service</li> </ul>	IF YEAR OF BIRTH IS...	THE MINIMUM RETIREMENT AGE IS...
	BEFORE 1948	55
	1948	55 & 2 MONTHS
	1949	55 & 4 MONTHS
	1950	55 & 6 MONTHS
	1951	55 & 8 MONTHS
	1952	55 & 10 MONTHS
	1953-1964	56
	1965	56 & 2 MONTHS
	1966	56 & 4 MONTHS
	1967	56 & 6 MONTHS
	1968	56 & 8 MONTHS
	1969	56 & 10 MONTHS
	1970 & AFTER	57
<ul style="list-style-type: none"> <li>■ MRA +10:               <ul style="list-style-type: none"> <li>■ Postponing Retirement Benefits</li> <li>■ FEHB &amp; FEGLI coverage may be reinstated if eligible                   <ul style="list-style-type: none"> <li>■ Must have at least 5 years of continuous FEHB &amp; FEGLI coverage</li> </ul> </li> </ul> </li> </ul>		
<ul style="list-style-type: none"> <li>■ Deferred Retirement:               <ul style="list-style-type: none"> <li>■ Age 62 with 5 years of service</li> <li>■ MRA with 10 years of service (5% age reduction)</li> <li>■ FEHB &amp; FEGLI will NOT be reinstated</li> </ul> </li> </ul>		
<ul style="list-style-type: none"> <li>■ Disability:               <ul style="list-style-type: none"> <li>■ 18 months of FERS service</li> </ul> </li> </ul>		



# ***Military Service Deposit***

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- **A military deposit must be made to receive civilian retirement credit for any period of military service**
  - **Ongoing military deposits can be paid while in an Absent US status**
  - **No military credit for civilian service if eligible for an active duty retirement (20 years or 7300 active duty points)**
- **May request a refund of military deposits directly with OPM with retirement application. You may also request a refund of all FERS/Military Deposit contributions if not eligible for a retirement.**
- **As of 26 November 2018, all USERRA military deposits will be handled through HRO**
- **May make a military service deposit against AGR tour upon return to Federal Civil Service position within your remaining USERRA Rights**



# ***Restoration Rights Under USERRA***

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- **USERRA protects for 5 cumulative years of military service**
- **Exceptions to the 5 year rule include: Contingency operations, mandatory military leadership professional education, or any orders which state that they are exempt from the 5 year rule**
  
- **NO Restoration rights can be guaranteed under the following (Title 38, Ch 43)**
  - **After 5 years and 90 days**
  - **Circumstances have changed as to make such reemployment impossible or unreasonable**
  - **Employment would impose an undue hardship to the employer**
  - **The employment from which the person leaves is for a brief, nonrecurrent period and there is no reasonable expectation that such employment will continue indefinitely or for a significant period**





# ***DoD Performance Management and Appraisal Program***

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## **MyPerformance Appraisal**

- Implementation of the New DoD Performance Management and Appraisal Program commenced on 1 APR 2018.
- New Rating Period for all National Guard Federal Employees is 1 APR 2018 to 31 MAR 2019.

## **MyPerformance Tool Guide:**

**<https://www.cpms.osd.mil/Content/Documents/MyPerformanceToolGuide.pdf>**

**HING HRO POC: Mr. Joey Mariano (808) 672-1248 or  
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# REFERENCES

- **5 USC 6303, Annual Leave**
- **5 USC 6302, Sick Leave**
- **5 USC 6323, Military Leave**
- **5 USC Chapter 89 (FEHB)**
- **5 USC Chapter 87 (FEGLI)**
- **5 USC Chapter 89A + 89B (FEDVIP)**
- **5 USC Chapter 90 (FLTCIP)**
- **Internal Revenue Code Section 125 (FSAFEDS)**
- **Thrift Savings Plan, TSP.gov**
- **USERRA Guide, NG-J1-TN, 12 Feb 2016**
- **CSRS / FERS Handbook, Chapter 41, “Voluntary Retirement Based on Age and Service”**
- **CSRS / FERS Handbook, Chapter 42, “MRA + 10 Retirement”**
- **CSRS / FERS Handbook, Chapter 45, “Deferred Retirement”**
- **CSRS / FERS Handbook, Chapter 22, “Creditable Military Service”**
- **CSRA / FERS Handbook, Chapter 23, “Service Credit Payments for Post – 1956”**
- **DoD Performance management and Appraisal Program, OPM.gov**



# ***Benefits Point of Contacts***

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# AGR Program

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# References

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ANGI 36-101, Air National Guard Active Guard Reserve (AGR) Program, 3 Jun 10 (certified current 14 Aug 2014)

AFI 36-3003, Air Force Instruction, Military Leave Program, 26 October 2009



# AGR Program Base Pay

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- **2019 pay raise will be implemented 1 Jan 19 at an increase of 2.6% (2019 pay chart has been provided)**
- **Base Pay is determined by grade and years of satisfactory service.**
  - There are 2 pay periods each month (1<sup>st</sup> and the 15<sup>th</sup>), which is two less pay periods annually than Technicians
- **BAH (non-taxable) is a monthly housing allowance**
  - The rate is determined on duty location zip code, with/without dependent rate, and grade
- **BAS (non-taxable) is a monthly subsistence allowance**
  - Officer rate is \$254.39
  - Enlisted rate is \$369.39



# AGR Program Base Pay

## ENLISTED MEMBERS

*Cumulative Years of Service*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24
E-9 <sup>3</sup>							5,173.80	5,290.80	5,439.00	5,612.40	5,788.20	6,068.70	6,306.60	6,556.20
E-8						4,235.40	4,422.60	4,538.70	4,677.30	4,828.20	5,099.70	5,237.40	5,471.70	5,601.90
E-7	2,944.20	3,213.30	3,336.60	3,499.20	3,626.70	3,845.10	3,968.40	4,186.80	4,368.90	4,493.10	4,625.10	4,676.10	4,848.30	4,940.40
E-6	2,546.40	2,802.30	2,925.90	3,046.20	3,171.60	3,453.60	3,563.70	3,776.70	3,841.50	3,888.90	3,944.10	3,944.10	3,944.10	3,944.10
E-5	2,332.80	2,490.00	2,610.30	2,733.30	2,925.30	3,125.70	3,290.70	3,310.50	3,310.50	3,310.50	3,310.50	3,310.50	3,310.50	3,310.50
E-4	2,139.00	2,248.50	2,370.30	2,490.60	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50	2,596.50
E-3	1,931.10	2,052.30	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80	2,176.80
E-2	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30	1,836.30
E-1 > 4 mos	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30	1,638.30
E-1 < 4 mos	1,514.70													



# AGR Program Base Pay

## BASIC PAY—EFFECTIVE JANUARY 1, 2018

### COMMISSIONED OFFICERS

*Cumulative Years of Service*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-10 <sup>1</sup>												15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10
O-9 <sup>1</sup>												14,696.40	14,908.80	15,214.50	15,747.60	15,747.60	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10	15,800.10
O-8 <sup>1</sup>	10,398.60	10,739.40	10,965.60	11,028.60	11,310.90	11,781.90	11,891.40	12,339.00	12,467.40	12,852.90	13,410.90	13,925.10	14,268.30	14,268.30	14,268.30	14,268.30	14,625.60	14,625.60	14,991.00	14,991.00	14,991.00	14,991.00	14,991.00
O-7 <sup>1</sup>	8,640.60	9,041.70	9,227.70	9,375.30	9,642.60	9,906.90	10,212.30	10,516.80	10,822.20	11,781.90	12,591.90	12,591.90	12,591.90	12,591.90	12,656.40	12,656.40	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60	12,909.60
O-6 <sup>2</sup>	6,552.30	7,198.50	7,671.00	7,671.00	7,700.40	8,030.40	8,073.90	8,073.90	8,532.60	9,343.80	9,819.90	10,295.70	10,566.60	10,841.10	11,372.40	11,372.40	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80	11,599.80
O-5	5,462.40	6,153.60	6,579.00	6,659.40	6,925.50	7,084.20	7,434.00	7,690.80	8,022.30	8,529.60	8,770.50	9,009.30	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20	9,280.20
O-4	4,713.00	5,455.50	5,820.00	5,900.70	6,238.50	6,601.20	7,052.70	7,403.70	7,647.60	7,788.00	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30	7,869.30
O-3	4,143.90	4,697.10	5,069.70	5,527.80	5,793.00	6,083.40	6,271.20	6,580.20	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60	6,741.60
O-2	3,580.50	4,077.90	4,696.20	4,854.90	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10	4,955.10
O-1	3,107.70	3,234.90	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20	3,910.20

### COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE OR MORE THAN 1,460 RESERVE POINTS AS AN ENLISTED MEMBER OR WARRANT OFFICER

*Cumulative Years of Service*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40	
O-3				5,527.80	5,793.00	6,083.40	6,271.20	6,580.20	6,840.90	6,990.90	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60	7,194.60
O-2				4,854.90	4,955.10	5,112.60	5,379.00	5,584.80	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10	5,738.10
O-1				3,910.20	4,175.40	4,329.90	4,487.70	4,642.80	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90	4,854.90





# AGR Leave Program

(1 of 2)

- **Military Leave is earned at 2.5 days each month (30 days annually)**
  - This monthly amount earned does not go up or down during your career, which is different from civil service
- **AGR employees do not fall under the Family Medical Leave Act**
  - If a family member is sick-you must take ordinary leave to care for the dependent or utilize a pass
- **AGR employees do not earn “sick leave”**



# AGR Leave Program

(2 of 2)

- **AGR members may be placed on convalescent leave (un-chargeable leave) for various things like surgery, baby delivery, etc. Commander approval w/ MDG input.**
- **Please reference AFI 36-3003 for additional leave types and rules**
- **You may carry over no more than 60 days of annual leave at the end of the fiscal year**
- **You may sell no more than 60 days of leave in the lifetime of the military career**
- **Can't "bookend" leave on weekends/holidays.**
  - **Can't take leave on Friday and Monday without also taking Saturday and Sunday.**



# AGR Medical Insurance

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## ■ AGR members utilize Tricare PRIME

- BASIC Information – Recommend you call Tricare with specific questions:
- Oahu: AGR members on Oahu use the military treatment facility (MTF).
- Dependents can also use the MTF or off-base provider with MTF approval
- Use of the MTF is at no cost to include pharmaceuticals.
- If you choose to utilize someone outside the MTF
  - Tricare Select – go where you want, but you will have a copay
  - Provider **MUST** participate in TRICARE
  - Tricare Prime – must go through PCM; can go to Emergency Room

**TRICARE West Region  
Health Net Federal Services, LLC  
1-844-866-WEST (1-844-866-9378)**

**[www.tricare-west.com](http://www.tricare-west.com)**



# ***AGR Medical Insurance***

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- **Outer Island : AGR members and dependents on the outer islands are typically on Tricare Prime Remote since there is no MTF in this geographical location.**
  - **Tricare Prime Remote - must choose an “in network” provider**
  - **Tricare Select – go where you want, but will have a copay**
  - **Can go to Emergency Room**
- **Everyone: Ensure you have a referral before seeing any specialist**



# AGR Medical Insurance

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## **Active Duty Service Members and Families**

Active duty service members and their families (spouses and children registered in DEERS) are eligible for TRICARE.

## **Your Health Plan Options**

Active duty service members must enroll in one of the following plans based on their duty station.

TRICARE Prime

TRICARE Prime Remote

Active duty family members can enroll in one of these Prime plans with their sponsor, or they may qualify to use one of the following plans:

TRICARE Select

TRICARE Young Adult (dependent adult children only)

## **Dental Options**

Active duty service members get dental care at military dental clinics. For civilian dental care:

In the United States, use the Active Duty Dental Program.

If overseas, call the overseas contractor, International SOS.

Family members may purchase the TRICARE Dental Program.



# AGR Medical Insurance

(3 of 3)

- **AGR members/family do not pay for Tricare coverage**
  - There are no annual fees
  - There are no copays for “in network” providers on Tricare Prime or Prime Remote.
  - Tricare Select - You may pay a copay or additional fees for “out of network” providers
  - If you use a pharmacy, you need to ensure Tricare is accepted. Copays are typically \$3.00-\$6.00 for dependents and \$0 for AGR members as long as you are using a generic brands.
- **Optometry is covered under Tricare**



# AGR Dental Insurance

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- **The military dental program is covered under United Concordia**
- **AGR members must have an “in network” dental provider**
  - 2 teeth cleanings per year included
- **There is a monthly fee (approx. \$29.00) for family dental**
  - Specialty work will have additional costs associated



# AGR Other Benefits

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- **AGR members on leave and their dependents may utilize Space A travel**
  - This benefit is extended to retired AGR members and dependents
- **AGR members are eligible for Tuition Assistance**
  - Managed through Hangar 2, Education Center
  - Air Force Virtual Education Portal:
    - <https://afvec.us.af.mil/afvec/Home.aspx>





# AGR Promotions

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- **AGRs may not be assigned to a higher graded position without competition.**
- **Generally, AGRs may be promoted, without further competition, up to the max grade of the position as it was advertised through HRO.**
- **State promotion boards requirements remain in effect and do not replace competitive procedures.**
- **Promotions may be slower due to controlled grade limitations.**
  - **Controlled Grades: O6, O5, O4, E9 and E8**



# AGR Retirement

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- To obtain an AGR retirement, you must complete 20 years Total Active Federal Military Service (TAFMS)
- **\*TAG Waiver required if unable to complete 20 years TAFMS\***
- All previous active duty time will count towards the 20 years TAFMS
- AGR retirement at 20 years TAFMS is 50% of base pay under the High 3 system and 40% under Blended Retirement System (BRS)
- Every year served over 20 active years earns an extra 2.5% in retirement under High 3 system. 2.0% under BRS.
  - High 3 system example: 22 years of active military service is 55% of base pay
  - BRS example: 22 years of active military service is 44% of base pay
- Retirement base pay is determined by the average of your last 3 years of pay
- BRS allows for TSP matching; High 3 has no TSP match



# ***Blended Retirement System***

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- **Effective 01JAN2018 Blended Retirement DIEMS of 2006 or later.**
- **Airmen may opt in if they have:**
  - **<4320 ret. pts. = 12 yrs. TAFMS**
- **Thrift Savings Plan**
  - Automatic DoD Contribution of 1% of Basic Pay
  - Begins after 60 days (immediate for opt-in Service members)
  - Matching DoD Contribution up to 4% of Basic Pay
  - Begins after 2 years of service (immediate for opt-in Service members)
- **Full Monthly Retired pay at 20 years of Service**
- **Can Elect 25% or 50% Lump Sum at Retirement**
- **Mid-Career Continuation Incentive**



# AGR Miscellaneous

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- **Annual Technician appraisals must be completed prior to entering into LWOP**
- **Contact your CSS or FSS in regard to the AGR EPR/OPR rating periods**
- **AGRs are required to participate in regularly scheduled UTAs. This does not count towards the normal work week**
  - **If you miss UTA, you must be in a leave status**
- **AGRs do not earn comp time, however, supervisors may grant special passes on occasion NTE 4 days including weekends.**



# Management's Tools

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## ■ AGR Vacancy Announcements

- May advertise and select early with a 1 April start date
- All new hire AGRs require State Air Surgeon approval prior to beginning the tour
- Initial AGR tours will be 6 years
- All new AGRs meet an initial tour AGR Continuation Board (ACB) at or about the 6 year mark to determine career status.
  - Commander recommendation highly considered by Board
    - No Selection Objective for initial tour ACB
    - Ensure you are doing your job
    - Ensure you are passing your fitness tests
    - Ensure you are not getting into trouble



# *Up Coming Actions*

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- **Employ the management tools**
  - **Advertise positions**
- **No Earlier Than 1 April 2019 - start date for new AGRs**
- **Standby for FY20 guidance**



# *What can I do to be prepared?*

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- **Prepare AGR Application Package**
  - Required for vacancy announcements
- **Ensure Fitness Test is current.**
- **Ensure PHA is current within 12 months to include dental, immunizations, doctor signature**
- **If selected for AGR tour, technician appraisal closeout must be done**
- **Ensure EPR/OPR is up to date**



# *Application Package*

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- **Required Items to apply:**
  - **NGB 34-1 – Application – **MUST SIGN****
  - **Fitness Assessment**
  - **RIP**
  - **Submit Applications to:**  
[ng.hi.hiarng.mbx.nghi-hro-agr@mail.mil](mailto:ng.hi.hiarng.mbx.nghi-hro-agr@mail.mil)
  
- **Required Items before start date:**
  - **AF Form 422 signed by the State Air Surgeon**





# *Application Package*

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  - **Required Items before start date:**
    - **AF Form 422 signed by the State Air Surgeon**
-



# Questions

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**You may direct questions in one of two ways:**

**Option 1 – Use your chain of command, through FSS.**

**Option 2 – Email your questions to the following:**

**[Kukunaokala.Mendonca.mil@mail.mil](mailto:Kukunaokala.Mendonca.mil@mail.mil)**

**[Shane.m.gaines.mil@mail.mil](mailto:Shane.m.gaines.mil@mail.mil)**



# *Staffing*

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Ms. Anne Salvador  
HRS (Recruitment, Placement & Compensation)  
Email: [anne.m.salvador.mil@mail.mil](mailto:anne.m.salvador.mil@mail.mil)  
Phone: 808-672-1228



# *Purpose*

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- **Provide Technicians information on displacement once AGR selectees are approved and notified.**
- **Provide AGR selectees who have USERRA return rights information on future placement back to technician status.**



# ***Courses of Action***

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- **Once the AGR positions have been selected and filled, HRO will assess remaining affected technicians**
- **Effective immediately, freeze like positions, Air Technician vacancy announcements for possible placements of permanent technicians**
- **Management-Directed Reassignments**
  - **Conduct a review of available like positions for reassignment**
- **If the remaining displaced technicians exceed available positions, the competitive process may be used by submitting resumes and conducting interviews. The goal is to place the remaining technicians by this phase.**
- **Termination of temporary / indefinite appointment employees if needed**



# ***Order of Personnel Actions***

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## **■ Management Directed Reassignment - Technician**

- Similar position identified with equal grade and pay
- Memo issuance of job offer with acceptance/declination
- If the offer is declined, memo will also serve as a 30-day notice of separation from the full-time technician position
- Pay retention applies – but not for special pay rates

## **■ Change to Lower Grade - Technician**

- If position of equal grade is not available, placement may be to a lower graded position
- Memo issuance of job offer with acceptance/declination
- Can be voluntary or management directed
- High Previous Rate may be possible if voluntary
- Grade and Pay Retention applies w management directed

## **■ Reduction In Force**

- Only as a last resort when all other options are exhausted
- Competitive
- Results are Final



# ***Voluntary Early Retirement Authority – Voluntary Separation Incentive Pay***

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- **VERA -VSIP are position management tools that allow eligible employees to separate and/or retire early, creating vacancies that are filled by other technicians who would otherwise be involuntarily separated or, to avoid RIF when positions are designated for abolishment or mandated restructuring.**
  
- **Only used in RIF situations**



# **VERA - VSIP**

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## ■ **Voluntary Early Retirement Authority (VERA)**

- **Age 50 with 20 years service**
- **Any age with 25 years service**
- **FERS: No reduction in annuity**
- **Ineligible if MEB is in process**

## ■ **Voluntary Separation Incentive Pay (VSIP)**

- **Must have over 3 years of technician service**
- **Calculation based on salary; up to \$40,000 (dependent upon funding availability)**
- **May be combined with VERA**
- **5 year restriction on Federal re-employment/1 year restriction on DoD employment**
- **Ineligible if in the MEB process**
- **Ineligible if covered by an agreement due to PCS or training**
- **Ineligible if occupying a position with approved special salary rates (e.g. pilots, IT), position defined as “hard to fill,” or filling a “Key Staff” position**





# ***Placement of Returning Technician***

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- **Like positions, similar grade and occupational series, will be backfilled as indefinite as place holders up to the 5 year USERRA window period**
- **Temporary or indefinite technicians may be terminated if necessary**
- **If no equal graded position is available, change to lower grade with grade and pay retention may result**
- **If no like position is available, cross training may be necessary**
- **If no position is available, OPM may assist in placement**



# References

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- **Reorganize/Realign/RIF – NGB TPR 300-351**
- **Priority Placement – DOD Instruction, Number 1400.25, Vol 1800**
- **VERA – VSIP – DOD Instruction, Number 1400.25. Vol 1702**
- **USERRA of 1994, enacted October 13, 1994 (Title 38 U.S. Code, Chapter 43, Sections 4301-4335, Public Law 103-353), as amended**



# Questions

## HRO Points of Contact

CMSgt Carol C. Orr  
Supervisory Human Resources Specialist, Benefits  
Email: carol.orr@us.af.mil  
Work phone: 808-672-1888

MSgt Shane M. Gaines  
HRO-A AGR Program Manager  
Email: shane.m.gaines.mil@mail.mil  
Phone: 808-672-1235

Ms. Anne Salvador  
HRS (Recruitment, Placement & Compensation)  
Email: anne.m.salvador.civ@mail.mil  
Phone: 808-672-1228

Technician to AGR Realignment  
information, slides and FAQs

<http://dod.hawaii.gov/hro/>

## Reference

- USERRA of 1994, enacted October 13, 1994 (Title 38 U.S. Code, Chapter 43, Sections 4301-4335, Public Law 103-353), as amended.
- ANGI 36-101, Air National Guard Active Guard Reserve (AGR) Program, 3 Jun 10 (certified current 14 Aug 2014)
- AFI 36-3003, Air Force Instruction, Military Leave Program, 26 October 2009
- Reorganize/Realign/RIF – NGB TPR 300-351-
- Priority Placement – DOD Instruction, Number 1400.25, Vol 1800
- VERA – VSIP – DOD Instruction, Number 1400.25. Vol 1702
- 5 USC 6303, Annual Leave
- 5 USC 6302, Sick Leave
- 5 USC 6323, Military Leave
- 5 USC Chapter 89 (FEHB)
- 5 USC Chapter 87 (FEGLI)
- 5 USC Chapter 89A + 89B (FEDVIP)
- 5 USC Chapter 90 (FLTCIP)
- Internal Revenue Code Section 125 (FSAFEDS)
- Thrift Savings Plan, TSP.gov--
- USERRA Guide, NG-J1-TN, 12 Feb 2016
- CSRS / FERS Handbook, Chapter 41, "Voluntary Retirement Based on Age and Service"
- CSRS / FERS Handbook, Chapter 42, "MRA + 10 Retirement"
- CSRS / FERS Handbook, Chapter 45, "Deferred Retirement"
- CSRS / FERS Handbook, Chapter 22, "Creditable Military Service"
- CSRA / FERS Handbook, Chapter 23, "Service Credit Payments for Post – 1956"
- DoD Performance Management and Appraisal Program, OPM.gov

# *Hawaii Air National Guard*

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*Integrity - Service - Excellence - Total Force - Aloha*

## **Hawaii Air National Guard Technician to AGR Realignment Town Hall Brief**



**Hawaii National Guard  
Human Resource Office  
20 December 2018**

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